

**UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF MICHIGAN**

Case No.

Hon.

Hon.

CHRISTIAN N. USERA, individually,
and behalf of all other similarly situated
individuals,

v.

BEAL PROPERTIES, LLC, a Michigan
Limited Liability Company, Stewart Beal,
Geoffrey Van't Hof, and Ciara Brannon,
individuals.

-----/
GUY T. CONTI P68889

ContiLegal

Attorney for Plaintiffs

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**COMPLAINT FOR DAMAGES UNDER THE UNITED STATES FAIR
LABOR STANDARDS ACT**

Plaintiff Christian N. Usera, both individually and on behalf of all similarly
situated individual employees of Defendants, for his Complaint, avers:

1. Mr. Usera is an individual person residing in Washtenaw County, State of
Michigan.
2. Defendant Beal Properties, LLC is a Michigan Limited Liability Company
headquartered in Ypsilanti, MI, County of Washtenaw, State of Michigan.
3. Defendants Stewart Beal, Geoffrey Van't Hof and Ciara Brannon are individual

persons who are officers of, or otherwise employed by, Beal Properties, LLC and who reside in the State of Michigan.

4. Defendant Beal Properties, LLC is a company doing business in, at minimum, Michigan and Ohio, that invests in, and manages, real estate.
5. Defendant Beal Properties, LLC engages in commerce among Michigan and Ohio.
6. Mr. Usera was, from approximately, February 13, 2023 through September 21, 2023, an employee of Defendant Beal Properties LLC.
7. At all relevant times, Defendants Stewart Beal, Geoffrey Van't Hof and Ciara Brannon acted directly or indirectly in the interest of Beal Properties, LLC in relation to Mr. Usera's employment with Beal Properties, LLC.
8. Mr. Usera was hired as an Exterior Assessment Reporter. His duties are described in the offer letter of February 9, 2023, attached as Exhibit 1.
9. At some point in time, Mr. Usera's primary duty became leasing apartments and single family homes.
10. Mr. Usera conducted substantially all of duties on properties owned or managed by Beal Properties, LLC.
11. Mr. Usera's primary duty did not include any of the following:
 - a. managing the enterprise, or managing a customarily recognized department or subdivision of the enterprise;

- b. customarily and regularly direct the work of at least two or more other full-time employees or their equivalent;
 - c. had the authority to hire or fire other employees, or the employee's suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees must be given particular weight.
12. At no time did Mr. Usera's primary duty include the exercise of discretion and independent judgment with respect to matters of significance for Beal Properties, LLC.
13. None of Mr. Usera's duties constituted employment in an outside sales capacity.
14. Mr. Usera's primary duty did not include performance of work requiring advanced knowledge in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction.
15. Mr. Usera's primary duty did not include making sales, or obtaining orders or contracts for services or for the use of facilities for which a consideration will be paid by the client or customer; where the employee must be customarily and regularly engaged away from the employer's place or places of business.
16. Mr. Usera was hired at a salary of \$45,000.00 per year and was scheduled to work 45 hours per week.
17. Mr. Usera's salary, on a weekly basis, was \$865.385 per week.

18.Mr. Usera's regular rate of pay was \$19.178 per hour.

19.Mr. Usera's regular rate of pay multiplied by 1.5 is \$28.767 per hour.

20.This case presents a federal question under 28 U.S.C. §1331 because the

Plaintiffs seek relief under the Fair Labot Standard Act, 29 U.S.C. §201 *et seq.*

21.Venue is proper in this Court because Defendant's registered business address is

located within the Eastern District of Michigan.

22.For the week ending 02/25/2023, Mr. Usera worked 46.87 hours and was paid a straight salary of \$865.385.

23.For the week ending 03/04/2023, Mr. Usera worked 45.53 hours and was paid a straight salary of \$865.385.

24.For the week ending 03/11/2023, Mr. Usera worked 48.48 hours and was paid a straight salary of \$865.385.

25.For the week ending 03/18/2023, Mr. Usera worked 60.48 hours and was paid a straight salary of \$865.385.

26.For the week ending 03/25/2023, Mr. Usera worked 50.53 hours and was paid a straight salary of \$865.385.

27.For the week ending 04/01/2023, Mr. Usera worked 47.83 hours and was paid a straight salary of \$865.385.

28.For the week ending 04/08/2023, Mr. Usera worked 50.92 hours and was paid a straight salary of \$865.385.

29. For the week ending 04/15/2023, Mr. Usera worked 49.75 hours and was paid a straight salary of \$865.385.
30. For the week ending 04/22/2023, Mr. Usera worked 54.23 hours and was paid a straight salary of \$865.385.
31. For the week ending 04/29/2023, Mr. Usera worked 47.92 hours and was paid a straight salary of \$865.385.
32. For the week ending 05/06/2023, Mr. Usera worked 49.13 hours and was paid a straight salary of \$865.385.
33. For the week ending 05/13/2023, Mr. Usera worked 49.77 hours and was paid a straight salary of \$865.385.
34. For the week ending 05/20/2023, Mr. Usera worked 49.75 hours and was paid a straight salary of \$865.385.
35. For the week ending 05/27/2023, Mr. Usera worked 49.22 hours and was paid a straight salary of \$865.385.
36. For the week ending 06/10/2023, Mr. Usera worked 49.00 hours and was paid a straight salary of \$865.385.
37. For the week ending 06/17/2023, Mr. Usera worked 55.93 hours and was paid a straight salary of \$865.385.
38. For the week ending 06/24/2023, Mr. Usera worked 49.55 hours and was paid a straight salary of \$865.385.

39. For the week ending 07/01/2023, Mr. Usera worked 56.23 hours and was paid a straight salary of \$865.385.
40. For the week ending 07/15/2023, Mr. Usera worked 50.87 hours and was paid a straight salary of \$865.385.
41. For the week ending 07/22/2023, Mr. Usera worked 49.23 hours and was paid a straight salary of \$865.385.
42. For the week ending 08/13/2023, Mr. Usera worked 49.18 hours and was paid a straight salary of \$865.385.
43. For the week ending 08/20/2023, Mr. Usera worked 49.28 hours and was paid a straight salary of \$865.385.
44. For the week ending 08/27/2023, Mr. Usera worked 61.02 hours and was paid a straight salary of \$865.385.
45. For the week ending 09/02/2023, Mr. Usera worked 69.85 hours and was paid a straight salary of \$865.385.
46. For the week ending 09/16/2023, Mr. Usera worked 49.65 hours and was paid a straight salary of \$865.385. For paragraphs 20-44, see Exhibits 2 and 3.
47. The aggregate hours in excess of 40 hours per week for paragraphs 20 through 44, *supra* and inclusive, is 290.20.
48. The amount of compensation at 1.5 times Mr. Usera's regular hourly rate of pay for the 290.20 hours is \$8,348.18. See Exhibit 4.

49. Mr. Usera has demanded payment of his overtime pay from Beal Properties, LLC and Beal Properties LLC has not paid said overtime pay.

50. Defendants have willfully denied Plaintiff his earned overtime pay.

51. With respect to the collective action claims under the FLSA, the collective action class is defined as (a) all current and former staff who worked for Defendants at any time from three (3) years preceding the filing of this lawsuit through the culmination of this litigation at any of Defendant's facilities, properties or offices and who were not employed in an executive, administrative, computer, outside sales or learned professional capacity. Plaintiffs reserve the right to amend said class definition consistent with information obtained through discovery.

RELIEF REQUESTED

Mr. Usera requests judgment in his favor in the amount of \$16,696.36 plus lawful interest broken down as follows: \$8,348.18 in earned overtime pay plus liquidated damages in the amount of \$8,348.18. Mr. Usera also requests payment of reasonable attorney fees and costs, designation of this action as a collective action pursuant to the FLSA and prompt issuance of notice pursuant to 29 U.S.C. § 216(b), as well as any other relief available to him at law or in equity.

JURY DEMAND

Plaintiff Christian N. Usera demands trial by jury.

December 10, 2023

/s/Guy T. Conti

Guy T. Conti P68889

ContiLegal

Attorney for Plaintiffs

28475 Greenfield Rd. Ste. 113 #7372

Southfield, MI 48076

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EXHIBIT 1 TO COMPLAINT



02/09/2023

Proposal to Hire: Christian Usera

Position: Exterior Assessment Reporter

Position Description: The basic duties of the Exterior Assessment Reporter will be to travel Property to Property to complete an Exterior Assessment Report. You will need to complete a full report with photos for about 500 properties in about a 3-month time frame. This will average to be about 5 reports a day. You will also be in charge of handling some construction management tasks with the direction of your direct supervisor. Eventually you will be trained into a Property Management role.

Start Date: 02-13-2023 at 9:00am

Base Salary: \$45,000

Vacation Time: 10 paid days per year, accumulating 5/6 day per month which is lost if not taken in the year it is earned.

Sick Time: 10 paid days per year, accumulating 5/6 day per month, which can be all carried over for use in future years indefinitely.

Benefits: 401k plan enrollment after 180 days with a match of up to 3%
Health care reimbursement of \$250/mo after 180 days
Cell Phone & Company Vehicle + gas reimbursement

Hours of Work: Minimum Monday – Friday 8am to 5:30pm, additional hours may be necessary from time to time.

Stewart W. Beal, President
Beal Properties, LLC
v

Christian Usera Exterior Assessment Reporter
Beal Properties, LLC

Real Properties LLC
 13 N Washington Street
 Farmington Hills, MI 48119

Weekly Time Card Report

02/12/2023 - 10/01/2023

Week Begin: 02/12/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
02/14/2023	Work		8:40 AM			6:00 PM	9.33	0.00		9.33	0.00	
02/15/2023	Work		8:00 AM	12:22 PM	12:35 PM	5:34 PM	9.35	0.00		9.35	0.22	
02/16/2023	Work		7:55 AM	12:09 PM	12:35 PM	6:07 PM	9.77	0.00		9.77	0.43	
02/17/2023	Work		7:50 AM	12:11 PM	12:20 PM	5:33 PM	9.57	0.00		9.57	0.15	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								38.02	0.00	0.00	38.02	0.80

Week Begin: 02/19/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
02/20/2023	Work		7:50 AM	12:22 PM	12:34 PM	5:32 PM	9.50	0.00		9.50	0.20	
02/21/2023	Work		7:50 AM	12:29 PM	12:42 PM	5:35 PM	9.53	0.00		9.53	0.22	
02/22/2023	Work		7:59 AM	1:19 PM	1:34 PM	5:27 PM	9.22	0.00		9.22	0.25	
02/23/2023	Work		7:54 AM	12:34 PM	12:57 PM	5:28 PM	9.18	0.00		9.18	0.38	
02/24/2023	Work		7:50 AM	1:49 PM	2:03 PM	5:30 PM	2.57	6.87		9.43	0.23	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	6.87	0.00	46.87	1.28

Week Begin: 02/26/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
02/27/2023	Work		7:54 AM	12:49 PM	1:16 PM	5:36 PM	9.25	0.00		9.25	0.45	
02/28/2023	Work		8:05 AM	2:57 PM	3:13 PM	5:47 PM	9.43	0.00		9.43	0.27	
03/01/2023	Work		7:57 AM	11:41 AM	11:55 AM	5:15 PM	9.07	0.00		9.07	0.23	
03/02/2023	Work		8:01 AM	1:35 PM	1:47 PM	5:51 PM	9.63	0.00		9.63	0.20	
03/03/2023	Work		8:00 AM	12:10 PM	12:21 PM	4:20 PM	2.62	5.53		8.15	0.18	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	5.53	0.00	45.53	1.33

Week Begin: 03/05/2023

Week Ending 03/03/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
03/06/2023	Work		7:55 AM	12:28 PM	1:02 PM	5:23 PM	8.90	0.00		8.90	0.57	
03/07/2023	Work		8:02 AM	11:33 AM	11:44 AM	5:27 PM	9.23	0.00		9.23	0.18	
03/08/2023	Work		7:49 AM	12:33 PM	12:44 PM	6:56 PM	10.93	0.00		10.93	0.18	
03/09/2023	Work		7:48 AM	11:51 AM	12:05 PM	5:28 PM	9.43	0.00		9.43	0.23	
03/10/2023	Work		7:45 AM	11:37 AM	11:48 AM	5:55 PM	1.50	8.48		9.98	0.18	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	8.48	0.00	48.48	1.35

Week Begin: 03/12/2023

Week Ending 03/12/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
03/13/2023	Work		7:58 AM	11:33 AM	11:48 AM	5:26 PM	9.22	0.00		9.22	0.25
03/14/2023	Work		7:50 AM	12:52 PM	1:04 PM	7:46 PM	11.73	0.00		11.73	0.20
03/15/2023	Work		8:01 AM			5:35 PM	9.57	0.00		9.57	0.00
03/16/2023	Work		7:54 AM	12:04 PM	12:10 PM	6:36 PM	9.48	1.12		10.60	0.10
03/17/2023	Work		7:49 AM	12:02 PM	12:10 PM	5:29 PM	0.00	9.53		9.53	0.13

EXHIBIT 2 TO COMPLAINT

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
03/18/2023	Work		8:42 AM	12:56 PM	1:02 PM	6:38 PM	0.00	9.83		9.83	0.10
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	20.48	0.00	60.48	0.78

Week Begin: 03/19/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
03/20/2023	Work		7:53 AM			6:11 PM	10.30	0.00		10.30	0.00
03/21/2023	Work		7:50 AM	11:43 AM	11:48 AM	7:17 PM	11.37	0.00		11.37	0.08
03/22/2023	Work		7:51 AM			6:10 PM	10.32	0.00		10.32	0.00
03/23/2023	Work		7:52 AM	11:01 AM	11:24 AM	5:07 PM	8.02	0.85		8.87	0.38
03/24/2023	Work		7:45 AM			5:26 PM	0.00	9.68		9.68	0.00
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	10.53	0.00	50.53	0.47

Week Begin: 03/26/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
03/27/2023	Work		7:53 AM			5:00 PM	9.12	0.00		9.12	0.00	
03/28/2023	Work		7:53 AM			5:51 PM	9.97	0.00		9.97	0.00	
03/29/2023	Work		7:49 AM			5:30 PM	9.68	0.00		9.68	0.00	
03/30/2023	Work		7:49 AM	12:26 PM	12:30 PM	5:11 PM	9.30	0.00		9.30	0.07	
03/31/2023	Work		7:44 AM			5:30 PM	1.93	7.83		9.77	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	7.83	0.00	47.83	0.07

Week Begin: 04/02/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
04/03/2023	Work		7:48 AM	12:09 PM	12:16 PM	6:15 PM	10.33	0.00		10.33	0.12	
04/04/2023	Work		7:47 AM			5:56 PM	10.15	0.00		10.15	0.00	
04/05/2023	Work		7:50 AM	11:51 AM	11:58 AM	5:37 PM	9.67	0.00		9.67	0.12	
04/06/2023	Work		7:48 AM			6:15 PM	9.85	0.60		10.45	0.00	
04/07/2023	Work		7:50 AM	12:56 PM	1:03 PM	6:16 PM	0.00	10.32		10.32	0.12	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	10.92	0.00	50.92	0.35

Week Begin: 04/09/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
04/10/2023	Work		7:50 AM			5:20 PM	9.50	0.00		9.50	0.00	
04/11/2023	Work		7:45 AM	12:52 PM	12:59 PM	5:32 PM	9.67	0.00		9.67	0.12	
04/12/2023	Work		7:49 AM			6:55 PM	11.10	0.00		11.10	0.00	
04/13/2023	Work		7:48 AM	11:36 AM	11:51 AM	6:02 PM	9.73	0.25		9.98	0.25	
04/14/2023	Work		7:45 AM	11:52 AM	12:02 PM	5:25 PM	0.00	9.50		9.50	0.17	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	9.75	0.00	49.75	0.53

Week Begin: 04/16/2023

Employee: Usera, Christian

ID: 824

Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
04/17/2023	Work		7:50 AM	11:10 AM	11:14 AM	5:16 PM	9.37	0.00		9.37	0.07
04/18/2023	Work		7:48 AM			7:08 PM	11.33	0.00		11.33	0.00

EXHIBIT 2 TO COMPLAINT

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
04/19/2023	Work		7:51 AM	1:09 PM	1:27 PM	6:05 PM	9.93	0.00		9.93	0.30	
04/20/2023	Work		7:47 AM	3:37 PM	3:50 PM	6:15 PM	9.37	0.88		10.25	0.22	
04/21/2023	Work		7:48 AM			5:16 PM	0.00	9.47		9.47	0.00	
04/22/2023	Work		10:54 AM			2:47 PM	0.00	3.88		3.88	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	14.23	0.00	54.23	0.58

Week Begin: 04/23/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
04/24/2023	Work		7:47 AM			5:24 PM	9.62	0.00		9.62	0.00	
04/25/2023	Work		7:41 AM	12:19 PM	12:34 PM	5:21 PM	9.42	0.00		9.42	0.25	
04/26/2023	Work		7:49 AM			5:19 PM	9.50	0.00		9.50	0.00	
04/27/2023	Work		7:44 AM			5:33 PM	9.82	0.00		9.82	0.00	
04/28/2023	Work		7:47 AM			5:21 PM	1.65	7.92		9.57	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	7.92	0.00	47.92	0.25

Week Begin: 04/30/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
05/01/2023	Work		7:51 AM			5:48 PM	9.95	0.00		9.95	0.00	
05/02/2023	Work		7:44 AM			5:54 PM	10.17	0.00		10.17	0.00	
05/03/2023	Work		7:49 AM			5:25 PM	9.60	0.00		9.60	0.00	
05/04/2023	Work		7:49 AM			5:17 PM	9.47	0.00		9.47	0.00	
05/05/2023	Work		7:46 AM			5:43 PM	0.82	9.13		9.95	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	9.13	0.00	49.13	0.00

Week Begin: 05/07/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
05/08/2023	Work		7:44 AM			6:07 PM	10.38	0.00		10.38	0.00	
05/09/2023	Work		7:42 AM	2:57 PM	3:08 PM	5:02 PM	9.15	0.00		9.15	0.18	
05/10/2023	Work		7:40 AM	12:50 PM	12:58 PM	6:12 PM	10.40	0.00		10.40	0.13	
05/11/2023	Work		7:50 AM			5:43 PM	9.88	0.00		9.88	0.00	
05/12/2023	Work		7:38 AM			5:35 PM	0.18	9.77		9.95	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	9.77	0.00	49.77	0.32

Week Begin: 05/14/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
05/15/2023	Work		7:48 AM			5:29 PM	9.68	0.00		9.68	0.00	
05/16/2023	Work		7:44 AM			5:35 PM	9.85	0.00		9.85	0.00	
05/17/2023	Work		7:45 AM			4:37 PM	8.87	0.00		8.87	0.00	
05/18/2023	Work		7:47 AM			7:07 PM	11.33	0.00		11.33	0.00	
05/19/2023	Work		7:45 AM			5:46 PM	0.27	9.75		10.02	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	9.75	0.00	49.75	0.00

Week Begin: 05/21/2023

EXHIBIT 2 TO COMPLAINT

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
05/22/2023	Work		7:47 AM			5:12 PM	9.42	0.00		9.42	0.00
05/23/2023	Work		7:47 AM			5:14 PM	9.45	0.00		9.45	0.00
05/24/2023	Work		7:46 AM			6:30 PM	10.73	0.00		10.73	0.00
05/25/2023	Work		7:42 AM			5:26 PM	9.73	0.00		9.73	0.00
05/26/2023	Work		7:38 AM			5:31 PM	0.67	9.22		9.88	0.00
Break Down							Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	9.22	0.00	49.22	0.00

Week Begin: 05/28/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
05/29/2023	Holiday								8.00	8.00	0.00
05/30/2023	Work		7:44 AM			5:33 PM	9.82	0.00		9.82	0.00
05/31/2023	Work		7:44 AM			5:15 PM	9.52	0.00		9.52	0.00
06/01/2023	Work		7:45 AM			6:15 PM	10.50	0.00		10.50	0.00
06/02/2023	Work		7:45 AM			5:30 PM	9.75	0.00		9.75	0.00
Break Down							Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							39.58	0.00	8.00	47.58	0.00

Week Begin: 06/04/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
06/05/2023	Work		7:50 AM			5:22 PM	9.53	0.00		9.53	0.00
06/06/2023	Work		7:46 AM	11:04 AM	11:26 AM	5:17 PM	9.15	0.00		9.15	0.37
06/07/2023	Work		7:46 AM			5:15 PM	9.48	0.00		9.48	0.00
06/08/2023	Work		7:45 AM			6:42 PM	10.95	0.00		10.95	0.00
06/09/2023	Work		7:40 AM			5:33 PM	0.88	9.00		9.88	0.00
Break Down							Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	9.00	0.00	49.00	0.37

Week Begin: 06/11/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
06/12/2023	Work		7:43 AM			5:19 PM	9.60	0.00		9.60	0.00
06/13/2023	Work		7:42 AM			5:43 PM	10.02	0.00		10.02	0.00
06/14/2023	Work		7:46 AM			6:04 PM	10.30	0.00		10.30	0.00
06/15/2023	Work		7:43 AM			5:31 PM	9.80	0.00		9.80	0.00
06/16/2023	Work		7:47 AM			5:53 PM	0.28	9.82		10.10	0.00
06/17/2023	Work		9:58 AM			4:05 PM	0.00	6.12		6.12	0.00
Break Down							Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	15.93	0.00	55.93	0.00

Week Begin: 06/18/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
06/19/2023	Work		7:44 AM			5:11 PM	9.45	0.00		9.45	0.00
06/20/2023	Work		7:45 AM	12:33 PM	12:42 PM	6:35 PM	10.68	0.00		10.68	0.15
06/21/2023	Work		7:46 AM			5:08 PM	9.37	0.00		9.37	0.00
06/22/2023	Work		7:43 AM			5:51 PM	10.13	0.00		10.13	0.00
06/23/2023	Work		7:44 AM			5:39 PM	0.37	9.55		9.92	0.00
Break Down							Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	9.55	0.00	49.55	0.15

EXHIBIT 2 TO COMPLAINT

Week Begin: 06/25/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
06/26/2023	Work		7:42 AM			5:25 PM	9.72	0.00		9.72	0.00	
06/27/2023	Work		7:42 AM			5:17 PM	9.58	0.00		9.58	0.00	
06/28/2023	Work		7:41 AM			5:08 PM	9.45	0.00		9.45	0.00	
06/29/2023	Work		7:41 AM			5:00 PM	9.32	0.00		9.32	0.00	
06/30/2023	Work		7:39 AM			7:04 PM	1.93	9.48		11.42	0.00	
07/01/2023	Work		10:35 AM			5:20 PM	0.00	6.75		6.75	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	16.23	0.00	56.23	0.00

Week Begin: 07/02/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
07/04/2023	Holiday								8.00	8.00	0.00	
07/05/2023	Work		7:44 AM			5:03 PM	9.32	0.00		9.32	0.00	
07/06/2023	Work		7:41 AM			6:50 PM	11.15	0.00		11.15	0.00	
07/07/2023	Work		7:45 AM			5:48 PM	10.05	0.00		10.05	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								30.52	0.00	8.00	38.52	0.00

Week Begin: 07/09/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
07/10/2023	Work		7:37 AM			5:58 PM	10.35	0.00		10.35	0.00	
07/11/2023	Work		7:43 AM			4:51 PM	9.13	0.00		9.13	0.00	
07/12/2023	Work		7:50 AM			5:04 PM	9.23	0.00		9.23	0.00	
07/13/2023	Work		7:43 AM			6:03 PM	10.33	0.00		10.33	0.00	
07/14/2023	Work		7:36 AM			7:25 PM	0.95	10.87		11.82	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	10.87	0.00	50.87	0.00

Week Begin: 07/16/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
07/17/2023	Work		7:46 AM			5:00 PM	9.23	0.00		9.23	0.00
07/18/2023	Work		7:43 AM			6:12 PM	10.48	0.00		10.48	0.00
07/19/2023	Work		7:44 AM			5:28 PM	9.73	0.00		9.73	0.00
07/20/2023	Work		7:44 AM			4:50 PM	9.10	0.00		9.10	0.00
07/21/2023	Work		7:43 AM			6:24 PM	1.45	9.23		10.68	0.00
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	9.23	0.00	49.23	0.00

Week Begin: 07/23/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
07/25/2023	Work		7:47 AM			5:28 PM	9.68	0.00		9.68	0.00
07/26/2023	Work		7:44 AM			3:41 PM	7.95	0.00		7.95	0.00
07/27/2023	Work		7:40 AM			6:31 PM	10.85	0.00		10.85	0.00
07/28/2023	Work		7:41 AM			5:23 PM	9.70	0.00		9.70	0.00
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							38.18	0.00	0.00	38.18	0.00

Week Begin: 07/30/2023

EXHIBIT 2 TO COMPLAINT

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
08/01/2023	Work		7:49 AM			5:32 PM	9.72	0.00		9.72	0.00
08/02/2023	Work		7:40 AM			5:05 PM	9.42	0.00		9.42	0.00
08/03/2023	Work		7:36 AM			6:03 PM	10.45	0.00		10.45	0.00
08/04/2023	Work		7:45 AM			5:00 PM	9.25	0.00		9.25	0.00
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							38.83	0.00	0.00	38.83	0.00

Week Begin: 08/06/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
08/07/2023	Work		7:35 AM			5:13 PM	9.63	0.00		9.63	0.00
08/08/2023	Work		7:44 AM			5:33 PM	9.82	0.00		9.82	0.00
08/09/2023	Work		7:40 AM			4:51 PM	9.18	0.00		9.18	0.00
08/10/2023	Work		7:40 AM			6:37 PM	10.95	0.00		10.95	0.00
08/11/2023	Work		7:38 AM			5:14 PM	0.42	9.18		9.60	0.00
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	9.18	0.00	49.18	0.00

Week Begin: 08/13/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
08/14/2023	Work		7:39 AM			5:11 PM	9.53	0.00		9.53	0.00
08/15/2023	Work		7:39 AM			5:26 PM	9.78	0.00		9.78	0.00
08/16/2023	Work		7:40 AM			5:36 PM	9.93	0.00		9.93	0.00
08/17/2023	Work		7:44 AM			5:04 PM	9.33	0.00		9.33	0.00
08/18/2023	Work		7:40 AM			6:22 PM	1.42	9.28		10.70	0.00
						Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
							40.00	9.28	0.00	49.28	0.00

Week Begin: 08/20/2023

Employee: Usera, Christian			ID: 824									
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid	
08/21/2023	Work		7:38 AM			5:31 PM	9.88	0.00		9.88	0.00	
08/22/2023	Work		7:37 AM			5:51 PM	10.23	0.00		10.23	0.00	
08/23/2023	Work		7:44 AM			5:18 PM	9.57	0.00		9.57	0.00	
08/24/2023	Work		7:47 AM			6:01 PM	10.23	0.00		10.23	0.00	
08/25/2023	Work		8:57 AM			5:53 PM	0.08	8.85		8.93	0.00	
08/26/2023	Work		6:43 AM			6:53 PM	0.00	12.17		12.17	0.00	
							Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
								40.00	21.02	0.00	61.02	0.00

Week Begin: 08/27/2023

Week Ending 08/27/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
08/27/2023	Work		6:40 AM			6:35 PM	11.92	0.00		11.92	0.00
08/28/2023	Work		7:31 AM			6:04 PM	10.55	0.00		10.55	0.00
08/29/2023	Work		7:43 AM			5:27 PM	9.73	0.00		9.73	0.00
08/30/2023	Work		7:39 AM			4:46 PM	7.80	1.32		9.12	0.00
08/31/2023	Work		7:41 AM			3:42 PM	0.00	8.02		8.02	0.00
09/01/2023	Work		7:43 AM			4:48 PM	0.00	9.08		9.08	0.00
09/02/2023	Work		7:01 AM			6:15 PM	0.00	11.23		11.23	0.00

EXHIBIT 2 TO COMPLAINT

Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
	40.00	29.65	0.00	69.65	0.00

Week Begin: 09/03/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
09/05/2023	PTO								8.00	8.00	0.00
09/06/2023	Sick								8.00	8.00	0.00
09/07/2023	Sick								8.00	8.00	0.00
09/08/2023	Work		7:41 AM			5:42 PM	10.02	0.00		10.02	0.00
09/09/2023	Work		11:00 AM			12:00 PM	1.00	0.00		1.00	0.00
Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid						
	11.02	0.00	24.00	35.02	0.00						

Week Begin: 09/10/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
09/11/2023	Work		7:48 AM			6:58 PM	11.17	0.00		11.17	0.00
09/12/2023	Work		7:00 AM			4:36 PM	9.60	0.00		9.60	0.00
09/13/2023	Work		7:42 AM			6:05 PM	10.38	0.00		10.38	0.00
09/14/2023	Work		7:42 AM			5:46 PM	8.85	1.22		10.07	0.00
09/15/2023	Work		7:36 AM			4:02 PM	0.00	8.43		8.43	0.00
Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid						
	40.00	9.65	0.00	49.65	0.00						

Week Begin: 09/17/2023

Employee: Usera, Christian			ID: 824								
Date	Type	Scheduled	Work Start	Lunch In	Lunch Out	Work End	Reg	OT	NON-WKD	Total Paid HRS	Unpaid
09/18/2023	Work		7:35 AM			5:21 PM	9.77	0.00		9.77	0.00
09/19/2023	Work		7:45 AM			4:53 PM	9.13	0.00		9.13	0.00
09/20/2023	Work		7:46 AM			5:03 PM	9.28	0.00		9.28	0.00
09/21/2023	Work		9:58 AM	12:28 PM	12:58 PM	5:31 PM	7.05	0.00		7.05	0.50
Break Down	Reg	OT	NON-WKD	Total Paid HRS	Unpaid						
	35.23	0.00	0.00	35.23	0.50						

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

<div>PERSONAL AND CHECK INFORMATION</div> <div>Christian Usura</div> <div>1533Wingate Blvd.</div> <div>Ypsilanti, MI 48198</div> <div>Employee ID: 824</div> <div>Home Department: 1 Michigan</div> <div>Pay Period: 09/17/23 to 09/30/23</div> <div>Check Date: 10/06/23 Check #: 17594</div>			<table><tr><td>EARNINGS</td><td>BASIS OF PAY</td><td>DESCRIPTION</td><td>HRS/UNITS</td><td>RATE</td><td>CURRENT (\$)</td><td>YTD HRS/UNITS</td><td>YTD (\$)</td></tr><tr><td></td><td></td><td>Salary</td><td></td><td></td><td>692.31</td><td></td><td>27346.17</td></tr><tr><td></td><td></td><td>Total Hours</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td></td><td></td><td>Total Hrs Worked</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td></td><td></td><td>Gross Earnings</td><td></td><td></td><td>692.31</td><td></td><td>27346.17</td></tr><tr><td></td><td></td><td>Exp Reimb Non Ta</td><td></td><td></td><td></td><td></td><td>92.55</td></tr><tr><td></td><td></td><td>REIMB & OTHER PAYMENTS</td><td></td><td></td><td></td><td></td><td>92.55</td></tr><tr><td>OTHER ITEMS</td><td>DESCRIPTION</td><td>HRS/UNITS</td><td>RATE</td><td>CURRENT (\$)</td><td>YTD HOURS</td><td>YTD (\$)</td><td></td></tr><tr><td>Do not increase Net Pay</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td></td><td>PX401 ERMTCH</td><td></td><td></td><td></td><td>20.77</td><td></td><td>176.53</td></tr><tr><td>WITHHOLDIN GS</td><td>DESCRIPTION</td><td>FILING STATUS</td><td></td><td>CURRENT (\$)</td><td></td><td>YTD (\$)</td><td></td></tr><tr><td></td><td>Social Security</td><td></td><td></td><td>42.92</td><td></td><td>1695.46</td><td></td></tr><tr><td></td><td>Medicare</td><td></td><td></td><td>10.04</td><td></td><td>396.52</td><td></td></tr><tr><td></td><td>Fed Income Tax</td><td>SMS</td><td></td><td>13.88</td><td></td><td>2040.80</td><td></td></tr><tr><td></td><td>MI Income Tax</td><td>1</td><td></td><td>18.79</td><td></td><td>967.44</td><td></td></tr><tr><td></td><td>TOTAL</td><td></td><td></td><td></td><td>85.63</td><td></td><td>5100.22</td></tr><tr><td>DEDUCTION</td><td>DESCRIPTION</td><td></td><td></td><td>CURRENT (\$)</td><td></td><td>YTD (\$)</td><td></td></tr><tr><td></td><td>PX401 EEPRE</td><td></td><td></td><td></td><td>20.77</td><td></td><td>176.53</td></tr><tr><td></td><td>TOTAL</td><td></td><td></td><td></td><td>20.77</td><td></td><td>176.53</td></tr></table>							EARNINGS	BASIS OF PAY	DESCRIPTION	HRS/UNITS	RATE	CURRENT (\$)	YTD HRS/UNITS	YTD (\$)			Salary			692.31		27346.17			Total Hours								Total Hrs Worked								Gross Earnings			692.31		27346.17			Exp Reimb Non Ta					92.55			REIMB & OTHER PAYMENTS					92.55	OTHER ITEMS	DESCRIPTION	HRS/UNITS	RATE	CURRENT (\$)	YTD HOURS	YTD (\$)		Do not increase Net Pay									PX401 ERMTCH				20.77		176.53	WITHHOLDIN GS	DESCRIPTION	FILING STATUS		CURRENT (\$)		YTD (\$)			Social Security			42.92		1695.46			Medicare			10.04		396.52			Fed Income Tax	SMS		13.88		2040.80			MI Income Tax	1		18.79		967.44			TOTAL				85.63		5100.22	DEDUCTION	DESCRIPTION			CURRENT (\$)		YTD (\$)			PX401 EEPRE				20.77		176.53		TOTAL				20.77		176.53
EARNINGS	BASIS OF PAY	DESCRIPTION	HRS/UNITS	RATE	CURRENT (\$)	YTD HRS/UNITS	YTD (\$)																																																																																																																																																										
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OTHER ITEMS	DESCRIPTION	HRS/UNITS	RATE	CURRENT (\$)	YTD HOURS	YTD (\$)																																																																																																																																																											
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WITHHOLDIN GS	DESCRIPTION	FILING STATUS		CURRENT (\$)		YTD (\$)																																																																																																																																																											
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	Fed Income Tax	SMS		13.88		2040.80																																																																																																																																																											
	MI Income Tax	1		18.79		967.44																																																																																																																																																											
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Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

Payrolls by Paychex, Inc.

Payrolls by Paychex, Inc.

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

<div>PERSONAL AND CHECK INFORMATION</div> <div>Christian Usura</div> <div>1533Wingate Blvd.</div> <div>Ypsilanti, MI 48198</div> <div>Employee ID: 824</div> <div>Home Department: 1 Michigan</div> <div>Pay Period: 09/03/23 to 09/16/23</div> <div>Check Date: 09/22/23 Check #: 17551</div>			<div>EARNINGS</div> <div>BASIS OF PAY</div> <div>DESCRIPTION</div> <div>HRS/UNITS</div> <div>RATE</div> <div>CURRENT (\$)</div> <div>YTD HRS/UNITS</div> <div>YTD (\$)</div> <div>Salary</div> <div>1730.77</div> <div>26653.86</div> <div>Total Hours</div> <div>Total Hrs Worked</div> <div>Gross Earnings</div> <div>1730.77</div> <div>26653.86</div> <div>Exp Reimb Non Ta</div> <div>92.55</div> <div>REIMB & OTHER PAYMENTS</div> <div>92.55</div>				
NET PAY ALLOCATIONS			<div>OTHER ITEMS</div> <div>Do not increase Net Pay</div> <div>DESCRIPTION</div> <div>CURRENT (\$)</div> <div>YTD (\$)</div> <div>PX401 ERMTCH</div> <div>51.92</div> <div>155.76</div>				
<div>DESCRIPTION</div> <div>THIS PERIOD (\$)</div> <div>YTD (\$)</div> <div>Check Amount</div> <div>0.00</div> <div>0.00</div> <div>Chkg 788</div> <div>1357.78</div> <div>21576.06</div> <div>NET PAY</div> <div>1357.78</div> <div>21576.06</div>			<div>WITHHOLDIN</div> <div>DESCRIPTION</div> <div>FILING STATUS</div> <div>CURRENT (\$)</div> <div>YTD (\$)</div> <div>GS</div> <div>Social Security</div> <div>107.31</div> <div>1652.54</div> <div>Medicare</div> <div>25.10</div> <div>386.48</div> <div>Fed Income Tax</div> <div>SMS</div> <div>129.08</div> <div>2026.92</div> <div>MI Income Tax</div> <div>1</div> <div>59.58</div> <div>948.65</div> <div>TOTAL</div> <div>321.07</div> <div>5014.59</div>				
			<div>DEDUCTION</div> <div>DESCRIPTION</div> <div>CURRENT (\$)</div> <div>YTD (\$)</div> <div>PX401 EEPRE</div> <div>51.92</div> <div>155.76</div> <div>TOTAL</div> <div>51.92</div> <div>155.76</div>				
NET PAY			THIS PERIOD (\$)		YTD (\$)		
			1357.78		21576.06		

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usura 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 08/20/23 to 09/02/23 Check Date: 09/08/23 Check #: 17505			EARNINGS				YTD	
			<i>BASIS OF PAY</i>	<i>DESCRIPTION</i>	<i>HRS/UNITS</i>	<i>RATE THIS PERIOD (\$)</i>	<i>HRS/UNITS</i>	<i>YTD (\$)</i>
				Salary		1730.77		24923.09
				Total Hours				
				Gross Earnings		1730.77		24923.09
				Total Hrs Worked				
				Exp Reimb Non Ta				92.55
				REIMB & OTHER PAYMENTS				92.55
NET PAY ALLOCATIONS			OTHER ITEMS	<i>DESCRIPTION</i>		<i>THIS PERIOD (\$)</i>		<i>YTD (\$)</i>
			<i>Do not increase Net Pay</i>	PX401 ERMTCH		51.92		103.84
			WITHHOLDIN	<i>DESCRIPTION</i>	<i>FILING STATUS</i>	<i>THIS PERIOD (\$)</i>		<i>YTD (\$)</i>
			GS	Social Security		107.31		1545.23
				Medicare		25.09		361.38
				Fed Income Tax	SMS	129.08		1897.84
				MI Income Tax	1	59.58		889.07
				TOTAL		321.06		4693.52
			DEDUCTION	<i>DESCRIPTION</i>		<i>THIS PERIOD (\$)</i>		<i>YTD (\$)</i>
				PX401 EEPRE		51.92		103.84
				TOTAL		51.92		103.84
			NET PAY			1357.79		20218.28

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

Payrolls by Paychex, Inc.

Payrolls by Paychex, Inc.

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533 WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

<div>PERSONAL AND CHECK INFORMATION</div> <div>Christian Usura</div> <div>1533Wingate Blvd.</div> <div>Ypsilanti, MI 48198</div> <div>Soc Sec #: xxx-xx-xxxx Employee ID: 824</div> <div>Home Department: 1 Michigan</div> <div>Pay Period: 08/06/23 to 08/19/23</div> <div>Check Date: 08/25/23 Check #: 17455</div>			<div>EARNINGS</div> <div>BASIS OF PAY</div> <div>DESCRIPTION</div> <div>HRS/UNITS</div> <div>RATE</div> <div>THIS PERIOD (\$)</div> <div>YTD HRS/UNITS</div> <div>YTD (\$)</div> <div>Salary</div> <div>1730.77</div> <div>23192.32</div> <div>Total Hours</div> <div>Gross Earnings</div> <div>Total Hrs Worked</div> <div>1730.77</div> <div>23192.32</div> <div>Exp Reimb Non Ta</div> <div>92.55</div> <div>REIMB & OTHER PAYMENTS</div> <div>92.55</div>				
NET PAY ALLOCATIONS			<div>OTHER ITEMS</div> <div>Do not increase Net Pay</div> <div>DESCRIPTION</div> <div>THIS PERIOD (\$)</div> <div>YTD (\$)</div> <div>PX401 ERMTCH</div> <div>51.92</div> <div>51.92</div>				
<div>DESCRIPTION</div> <div>THIS PERIOD (\$)</div> <div>YTD (\$)</div> <div>Check Amount</div> <div>0.00</div> <div>0.00</div> <div>Chkg 788</div> <div>1357.79</div> <div>18860.49</div> <div>NET PAY</div> <div>1357.79</div> <div>18860.49</div>			<div>WITHHOLDIN</div> <div>GS</div> <div>DESCRIPTION</div> <div>FILING STATUS</div> <div>THIS PERIOD (\$)</div> <div>YTD (\$)</div> <div>Social Security</div> <div></div> <div>107.30</div> <div>1437.92</div> <div>Medicare</div> <div></div> <div>25.10</div> <div>336.29</div> <div>Fed Income Tax</div> <div>SMS</div> <div>129.08</div> <div>1768.76</div> <div>MI Income Tax</div> <div>1</div> <div>59.58</div> <div>829.49</div> <div>TOTAL</div> <div>321.06</div> <div>4372.46</div>				
			<div>DEDUCTION</div> <div>DESCRIPTION</div> <div>THIS PERIOD (\$)</div> <div>YTD (\$)</div> <div>PX401 EEPRE</div> <div>51.92</div> <div>51.92</div> <div>TOTAL</div> <div>51.92</div> <div>51.92</div>				
NET PAY			THIS PERIOD (\$)		YTD (\$)		
			1357.79		18860.49		

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

Payrolls by Paychex, Inc.

Payrolls by Paychex, Inc.

NON-NEGOTIABLE *Inc.*

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usura 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 07/09/23 to 07/22/23 Check Date: 07/28/23 Check #: 17351 NET PAY ALLOCATIONS			EARNINGS				
			BASIS OF DESCRIPTION				
			PAY				
			Salary				
			Total Hours				
			Gross Earnings				
			Total Hrs Worked				
			Exp Reimb Non Ta				
			REIMB & OTHER PAYMENTS				
			WITHHOLDIN				
			GS				
			Social Security				
			Medicare				
			Fed Income Tax SMS				
			MI Income Tax 1				
			TOTAL				
			NET PAY				
			THIS PERIOD (\$)				
			YTD (\$)				

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usura 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 06/25/23 to 07/08/23 Check Date: 07/14/23 Check #: 17301 NET PAY ALLOCATIONS			EARNINGS				
			BASIS OF DESCRIPTION				
			PAY				
			Salary				
			Total Hours				
			Gross Earnings				
			Total Hrs Worked				
			Exp Reimb Non Ta				
			REIMB & OTHER PAYMENTS				
			WITHHOLDINGS				
			DESCRIPTION				
			FILING STATUS				
			THIS PERIOD (\$)				
			YTD (\$)				
			Social Security				
			Medicare				
			Fed Income Tax SMS				
			MI Income Tax 1				
			TOTAL				
			NET PAY				
			THIS PERIOD (\$)				
			YTD (\$)				

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usura 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 06/11/23 to 06/24/23 Check Date: 06/30/23 Check #: 17254 NET PAY ALLOCATIONS			EARNINGS				
			BASIS OF DESCRIPTION				
			PAY				
			Salary				
			Total Hours				
			Gross Earnings				
			Total Hrs Worked				
			Exp Reimb Non Ta				
			REIMB & OTHER PAYMENTS				
			WITHHOLDINGS				
			DESCRIPTION				
			FILING STATUS				
			THIS PERIOD (\$)				
			YTD (\$)				
			Social Security				
			Medicare				
			Fed Income Tax SMS				
			MI Income Tax 1				
			TOTAL				
			NET PAY				
			THIS PERIOD (\$)				
			YTD (\$)				

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

Payrolls by Paychex, Inc.

NON-NEGOTIABLE *Inc.*

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usura 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 05/14/23 to 05/27/23 Check Date: 06/02/23 Check #: 17150 NET PAY ALLOCATIONS			EARNINGS				
			BASIS OF DESCRIPTION				
			PAY				
			Salary				
			Total Hours				
			Gross Earnings				
			Total Hrs Worked				
			Exp Reimb Non Ta				
			REIMB & OTHER PAYMENTS				
			WITHHOLDINGS				
			DESCRIPTION				
			FILING STATUS				
			THIS PERIOD (\$)				
			YTD (\$)				
			Social Security				
			Medicare				
			Fed Income Tax SMS				
			MI Income Tax 1				
			TOTAL				
			NET PAY				
			THIS PERIOD (\$)				
			YTD (\$)				

Payrolls by Paychex, Inc.

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usera 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 04/30/23 to 05/13/23 Check Date: 05/19/23 Check #: 17098 NET PAY ALLOCATIONS			EARNINGS				
			BASIS OF DESCRIPTION PAY				
			Salary 1730.77				
			Total Hours				
			Gross Earnings 1730.77				
			Total Hrs Worked 11076.93				
			Exp Reimb Non Ta 3.99				
			REIMB & OTHER PAYMENTS 80.56				
			WITHHOLDINGS 80.56				
			DESCRIPTION FILING STATUS THIS PERIOD (\$) YTD (\$)				
			Social Security 107.31 686.77				
			Medicare 25.10 160.62				
			Fed Income Tax SMS 135.31 827.82				
			MI Income Tax 1 61.68 399.83				
			TOTAL 329.40 2075.04				
			NET PAY 1405.36 9082.45				

Payrolls by Paychex, Inc.

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

Payrolls by Paychex, Inc.

Payrolls by Paychex, Inc.

<div>PERSONAL AND CHECK INFORMATION</div> <div>Christian Usura</div> <div>1533Wingate Blvd.</div> <div>Ypsilanti, MI 48198</div> <div>Soc Sec #: xxx-xx-xxxx Employee ID: 824</div> <div>Home Department: 1 Michigan</div> <div>Pay Period: 04/16/23 to 04/29/23</div> <div>Check Date: 05/05/23 Check #: 17040</div> <div>NET PAY ALLOCATIONS</div> <table><thead><tr><th>DESCRIPTION</th><th>THIS PERIOD (\$)</th><th>YTD (\$)</th></tr></thead><tbody><tr><td>Check Amount</td><td>0.00</td><td>0.00</td></tr><tr><td>Chkg 788</td><td>1401.37</td><td>7677.09</td></tr><tr><td>NET PAY</td><td>1401.37</td><td>7677.09</td></tr></tbody></table>			DESCRIPTION	THIS PERIOD (\$)	YTD (\$)	Check Amount	0.00	0.00	Chkg 788	1401.37	7677.09	NET PAY	1401.37	7677.09	<div>EARNINGS</div> <table><thead><tr><th>BASIS OF DESCRIPTION</th><th>HRS/UNITS</th><th>RATE THIS PERIOD (\$)</th><th>YTD HOURS</th><th>YTD (\$)</th></tr></thead><tbody><tr><td>PAY</td><td></td><td></td><td></td><td></td></tr><tr><td>Salary</td><td></td><td>1730.77</td><td></td><td>9346.16</td></tr><tr><td>Total Hours</td><td></td><td></td><td></td><td></td></tr><tr><td>Gross Earnings</td><td></td><td>1730.77</td><td></td><td>9346.16</td></tr><tr><td>Total Hrs Worked</td><td></td><td></td><td></td><td></td></tr><tr><td>Exp Reimb Non Ta</td><td></td><td></td><td></td><td>76.57</td></tr><tr><td>REIMB & OTHER PAYMENTS</td><td></td><td></td><td></td><td>76.57</td></tr></tbody></table> <div>WITHHOLDINGS</div> <table><thead><tr><th>DESCRIPTION</th><th>FILING STATUS</th><th>THIS PERIOD (\$)</th><th>YTD (\$)</th></tr></thead><tbody><tr><td>Social Security</td><td></td><td>107.31</td><td>579.46</td></tr><tr><td>Medicare</td><td></td><td>25.10</td><td>135.52</td></tr><tr><td>Fed Income Tax</td><td>SMS</td><td>135.31</td><td>692.51</td></tr><tr><td>MI Income Tax</td><td>1</td><td>61.68</td><td>338.15</td></tr><tr><td>TOTAL</td><td></td><td>329.40</td><td>1745.64</td></tr></tbody></table> <div>NET PAY</div> <table><thead><tr><th>THIS PERIOD (\$)</th><th>YTD (\$)</th></tr></thead><tbody><tr><td>1401.37</td><td>7677.09</td></tr></tbody></table>					BASIS OF DESCRIPTION	HRS/UNITS	RATE THIS PERIOD (\$)	YTD HOURS	YTD (\$)	PAY					Salary		1730.77		9346.16	Total Hours					Gross Earnings		1730.77		9346.16	Total Hrs Worked					Exp Reimb Non Ta				76.57	REIMB & OTHER PAYMENTS				76.57	DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)	Social Security		107.31	579.46	Medicare		25.10	135.52	Fed Income Tax	SMS	135.31	692.51	MI Income Tax	1	61.68	338.15	TOTAL		329.40	1745.64	THIS PERIOD (\$)	YTD (\$)	1401.37	7677.09
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Payrolls by Paychex, Inc.

NON-NEGOTIABLE *Inc.*

Payrolls by Paychex, Inc.

NON-NEGOTIABLE *Inc.*

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

PERSONAL AND CHECK INFORMATION Christian Usura 1533Wingate Blvd. Ypsilanti, MI 48198 Soc Sec #: xxx-xx-xxxx Employee ID: 824 Home Department: 1 Michigan Pay Period: 03/05/23 to 03/18/23 Check Date: 03/24/23 Check #: 16898 NET PAY ALLOCATIONS			EARNINGS				
			BASIS OF DESCRIPTION				
			PAY				
			Salary				
			Total Hours				
			Gross Earnings				
			Total Hrs Worked				
			Exp Reimb Non Ta				
			REIMB & OTHER PAYMENTS				
			GS				
			DESCRIPTION				
			FILING STATUS				
			THIS PERIOD (\$)				
			YTD (\$)				
			Social Security				
			Medicare				
			Fed Income Tax SMS				
			MI Income Tax 1				
			TOTAL				
			NET PAY				
			THIS PERIOD (\$)				
			YTD (\$)				

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

Payrolls by Paychex, Inc.

NON-NEGOTIABLE *Inc.*

EXHIBIT 3 TO COMPLAINT

BEAL PROPERTIES LLC
23 N Washington Street
Ypsilanti MI 48197

1107-6607
ORG1:1 Michigan
EE ID: 824 DD

CHRISTIAN USERA
1533 WINGATE BLVD.
YPSILANTI MI 48198

NON-NEGOTIABLE

NON-NEGOTIABLE

<div>PERSONAL AND CHECK INFORMATION</div> <div>Christian Usera</div> <div>1533Wingate Blvd.</div> <div>Ypsilanti, MI 48198</div> <div>Soc Sec #: xxx-xx-xxxx Employee ID: 824</div> <div>Home Department: 1 Michigan</div> <div>Pay Period: 02/05/23 to 02/18/23</div> <div>Check Date: 02/24/23 Check #: 16807</div>			<div>EARNINGS</div> <table><tr><th>BASIS OF PAY</th><th>DESCRIPTION</th><th>HRS/UNITS</th><th>RATE THIS PERIOD (\$)</th><th>YTD HOURS</th><th>YTD (\$)</th></tr><tr><td></td><td>Salary</td><td></td><td>692.31</td><td></td><td>692.31</td></tr><tr><td></td><td>Total Hours</td><td></td><td></td><td></td><td></td></tr><tr><td></td><td>Gross Earnings</td><td></td><td>692.31</td><td></td><td>692.31</td></tr><tr><td></td><td>Total Hrs Worked</td><td></td><td></td><td></td><td></td></tr></table>					BASIS OF PAY	DESCRIPTION	HRS/UNITS	RATE THIS PERIOD (\$)	YTD HOURS	YTD (\$)		Salary		692.31		692.31		Total Hours						Gross Earnings		692.31		692.31		Total Hrs Worked										
BASIS OF PAY	DESCRIPTION	HRS/UNITS	RATE THIS PERIOD (\$)	YTD HOURS	YTD (\$)																																						
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DESCRIPTION	THIS PERIOD (\$)	YTD (\$)																																									
Check Amount	0.00	0.00																																									
Chkg 788	602.79	602.79																																									
NET PAY	602.79	602.79																																									
DESCRIPTION	FILING STATUS	THIS PERIOD (\$)	YTD (\$)																																								
Social Security		42.92	42.92																																								
Medicare		10.04	10.04																																								
Fed Income Tax	SMS	15.96	15.96																																								
MI Income Tax	1	20.60	20.60																																								
TOTAL		89.52	89.52																																								
NET PAY			THIS PERIOD (\$)		YTD (\$)																																						
			602.79		602.79																																						

Payrolls by Paychex, Inc.

0943 1107-6607 Beal Properties LLC • 23 N Washington Street • Ypsilanti MI 48197 • (517) 902-8386

Payrolls by Paychex, Inc.

Payrolls by Paychex, Inc.

**Christian N Usera - Record of Hours Worked for
Beal Properties in Excess of 40 Hours Per Week**

<u>Date</u>	<u>Hours</u>	<u>Over 40</u>
02/25/2023	46.87	6.87
03/04/2023	45.53	5.53
03/11/2023	48.48	8.48
03/18/2023	60.48	20.48
03/25/2023	50.53	10.53
04/01/2023	47.83	7.83
04/08/2023	50.92	10.92
04/15/2023	49.75	9.75
04/22/2023	54.23	14.23
04/29/2023	47.92	7.92
05/06/2023	49.13	9.13
05/13/2023	49.77	9.77
05/20/2023	49.75	9.75
05/27/2023	49.22	9.22
06/10/2023	49	9
06/17/2023	55.93	15.93
06/24/2023	49.55	9.55
07/01/2023	56.23	16.23
07/15/2023	50.87	10.87
07/22/2023	49.23	9.23
08/13/2023	49.18	9.18
08/20/2023	49.28	9.28
08/27/2023	61.02	21.02
09/02/2023	69.85	29.85
09/16/2023	49.65	9.65

Total	1290.2	290.2
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O/T Pay Due:	\$8,348.18
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